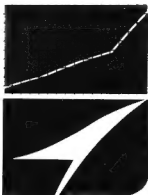


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**ASPIRA, INC.
ANNUAL REPORT
1968-69**



**ASPIRA, INC.
ANNUAL REPORT
1968-69**

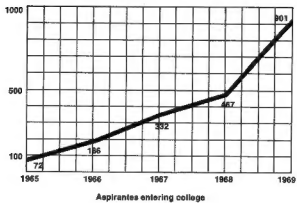


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Report from the Executive Director

This past year, Aspira emerged as the leading, national private Puerto Rican agency. Since Aspira's founding in 1961, it had focused all of its efforts on the New York community, where most mainland Puerto Ricans live. But by last year it had become clear that very substantial changes in Puerto Rican population patterns had taken place and Aspira undertook to respond to these changes.

In 1968 Aspira commissioned two studies aimed at defining the current distribution of Puerto Ricans and their status in the communities where they lived. These studies, made possible by grants from the Carnegie Corporation, helped establish that:

- . The number of Puerto Ricans living on the mainland today is about 1,500,000 -- almost as many as lived on the island 30 years ago;
- . About 600,000 live outside of New York in the Northeast and Midwest, a triangular area bounded by Boston, Chicago and Philadelphia;
- . The largest communities are located in Chicago, Philadelphia and northern New Jersey; and,

. As had been true in New York City during the early wave of migration in the 1950's, these newer communities are severely handicapped by language barriers, lack of job skills and almost total absence of any professionally trained or college-educated leaders.

Based on these findings Aspira sought and received support for extending its services on a nationwide scale. In November 1968 the Ford Foundation made a two and a half year development grant to create Aspira of America. A natural extension of its existing services and staff capabilities, it had established, by September 1969, affiliate agencies in Newark, Philadelphia, Chicago, and San Juan.

With this expansion of the agency there came a new awareness on the part of corporations, civic leaders, and foundations of Aspira's achievements and potential. The agency played a significant part in drawing attention to both the needs of the Puerto Rican community and the constructive contributions it can make in such areas of critical need as education and urban affairs.

Aspira helped also to strengthen the bond between the Commonwealth of Puerto Rico and the mainland community. Over 90 major U. S. corporations took part in honoring Gov. Luis A. Ferre at an event held in New York City in mid-June.

George S. Moore, Chairman of First National City Bank, served as chairman for the gathering, which demonstrated a new sense of concern on the part of the nation's business leaders for the economic and social viability of Puerto Ricans. The Commonwealth's confidence in Aspira was expressed by the Governor who announced a 50 percent increase in its support for the agency.

Perhaps the most significant development during the past year was the doubling of the number of high school students Aspira helped to place in college. More than 900 Aspirantes achieved this goal in 1969, almost as many as in the previous seven years combined. Thus, through Aspira alone, about 1700 Puerto Rican students are in college today. Of that number, about 800 are studying in schools outside New York City, in approximately 100 colleges around the country. It should be noted that despite this very substantial progress the odds are still heavily against a Puerto Rican youngster finishing high school and achieving post-secondary education. Accordingly, Aspira has developed plans to broaden still further its services and programs for high school students.

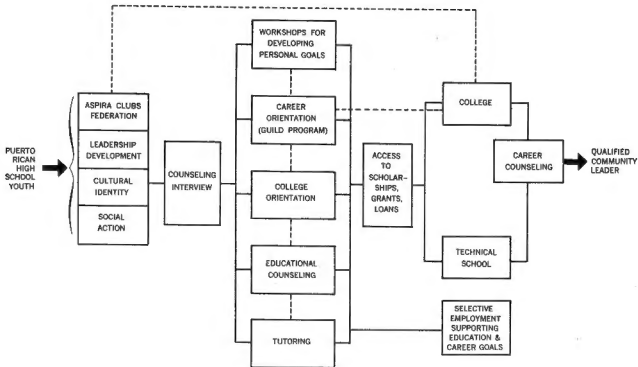
Aspira's primary commitment has continued to be to accelerate the development of leadership from within the community. Sought out in the past by high school students

and parents, it was, this past year, looked to by the growing group of college students for assistance in creating and administering campus and community service programs. As we have in the past nurtured the aspirations of high school students and helped shape their goals, we have accepted responsibility for doing the same with a number of groups of college students. Thus a new challenge for Aspira emerged in the past year: To expand its services in a way which would encourage their community commitment and tap this new youthful resource to help meet the community's current needs.

To achieve its goals Aspira has launched a national campaign to raise \$2.2 million. The leadership for this drive has been assumed by the Hon. Teodoro Moscoso, Chairman, Commonwealth Oil and Refining Company. The formation of the National Development Committee and the active participation of its members is helping to develop a broad base of financial support for Aspira. With the aid of these leaders, the backing of the Puerto Rican community, the determination of Puerto Rican students to better not only themselves but also their community and society as a whole, Aspira looks forward to the 1970's as a time to attain and fulfill the dream of giving all Americans an equal chance at the starting line.

Louis Nuñez
Executive Director
Aspira, Inc.
October 1969

THE ASPIRA PROCESS



ASPIRA: A LEADERSHIP DEVELOPMENT PROCESS

The Aspira process involves a youngster currently in school, follows him through those difficult years, stays with him through college, and in the end enables him... at the beginning of his professional career...to feed back his hard-won knowledge and skills to youngsters facing the obstacles he himself had faced at the time the process began.

In short, Aspira provides a circle of services which accelerates the growth of the community's ability to help itself by means of its own leadership. Aspira's view of a leader, which these services are designed to develop, is one who has the breadth to see the problems of the present, vision to see the possibilities of overcoming these problems, and the commitment and courage to be an instrument for positive change.

The process begins with the recruitment to Aspira Clubs of Puerto Rican high school youngsters who are capable of achieving much more than the existing school system has scheduled for them. The initial experience is one of self-identification. Those students more sensitive to the fact that the educational system has short-changed them and who are convinced they can do better, are the first to join

Aspira Clubs. As a member of the Club they partake of all the services of the Aspira process which includes a network of integrated services which assist the student in defining and mapping out his own educational and career plan.

Active participation in Aspira Clubs is encouraged as the most effective means of learning not only the techniques of democratic action, but their future community responsibility as educated Puerto Rican leaders. Club participation spans the high school years and extends, through continued counseling and guidance, into college where these older students define their own programs but look to Aspira for assistance in organization, funding and development.

Special services aimed at providing access to scholarships, grants and loans are offered through the National Scholarship and Loan Center. Here, too, the young student learns of college opportunities and is guided in making the best possible choice for himself. Remedial educational services are also available.

In 1968, Aspira added a career orientation program to its spectrum of services that starts with high school freshmen. This is a pre-Aspira Clubs program which stresses work with youngsters with especially poor grades and is

oriented at the outset toward careers rather than community.

Aspirantes who have achieved college are encouraged to continue participation in the agency's work through such activities as tutoring, club counseling, special program aides, and participation in sociological studies. Aspira is an integral part of the rapidly growing Puerto Rican college student organizations. It has acted as the fiscal officer for special programs initiated and implemented by Puerto Rican college student groups. Career counseling continues at the college level and after graduation.

Former Aspirantes have been the backbone of the Puerto Rican college groups and this past year they worked to make the university structure more relevant and more responsive to the needs of minority members. In New York students like Hildamar Ortiz at Lehman College and Henry Arce at City University have been instrumental in acquiring special Puerto Rican Studies Programs at these schools, as well as others such as Hunter. Other recent graduates such as Felipe Pedraza are teaching and counseling in special programs such as SEEK which offers educational opportunities for minority group members.

As was true last year, the rapid-multiplier effect of the Aspira process as former Aspirantes enter the fields

of health, education, law and social work has only begun to be evident; but, the impact of these emerging leaders is increasingly making itself felt through the strengthening of Aspira itself and of other community agencies. With over 2,000 Aspirantes currently enrolled in colleges across the country, the full impact of this newly created capable leadership clearly is just beginning to be felt.

Aspira is looked to by public and private agencies as the most important single source of young, Puerto Rican professionals whose training relates directly to the needs of the Puerto Rican community. A number of former Aspirantes have assumed highly responsible community positions: Maria Canino, in 1967, was Coordinator of Aspira leadership programs - in September, 1969 she was named to the New York City Board of Higher Education, the youngest person ever put in that post; Yolanda Sanchez, former Aspira program director, has served as director of community affairs for the New York State Commission on Human Rights. She is now studying urban affairs at Yale University on a special grant; Julio Morales, an Aspira community organizer has been professionally involved in community programs in school decentralization.

At present the demand for young, college-educated professionals far exceeds their availability; they are now literally counted by the dozens. However, by 1972, Aspira

expects this vital community resource to be increased several-fold with hundreds of community-committed, recent graduates prepared to assume these new, important roles.

THE ASPIRA PROGRAM

1968/1969

This past year Aspira continued its policy of constantly reviewing, revising, and adding to its program to accommodate the changing needs of the community.

The process of leadership development is complex and relatively unexplored. It requires empathy as well as expertise.

Aspira successfully undertook the integration of its full network of services so that youngsters may more easily identify the best possible track for them to follow toward the goal of achieving their maximum potential. Counseling, the Club program, Aspira centers, and scholarship services were brought together to assure individualized aid under a single coordinated administration.

Aspira Club Federation

The Aspira program was offered to all students in all New York City high schools. Of the 90 such schools, 55 had active, operating clubs; with a membership of 4500 youngsters. The number of students taking part increased over the past year by 33 percent.

Each club defines its own programs and its own leadership. Thus programs vary from club to club and change from year to year. This past year the programs reflected a strong concern for community involvement and community action.

The Clubs are united into a Federation which elects a Federation Executive Board. This Board defines the broad policies and the general directions which the Clubs will take that year. Last year's program showed increasing concern for the relevance of the high school experience. The Federation joined the Mayor's Special Advisory Committee and worked vigorously toward the initiation of courses in Puerto Rican history and culture. A formal request to the Board of Education was made asking that the role of the Puerto Rican in the history of New York City be marked by establishing November 19 as Puerto Rican Discovery Day, and making it a school holiday.

Among the major activities sponsored and implemented by the Aspira Club Federation were a 15-day Leadership Seminar in Puerto Rico in July; a voter-registration drive in September; a two-day convention at Fairleigh Dickinson University in August; and participation in a city-wide drive to recruit more Spanish-speaking policemen.

In addition to city-wide activities, each club, through

standing committees on Education, Issues and Action, Culture, Membership and Social Affairs, plans and runs independent programs and activities for their members.

Educational Counseling within the Leadership Program

As part of the total services to students, Aspira provides professional educational counseling. This is done within the context of the Leadership Program, i.e., the Clubs. In effect, the effort is not simply to provide educational counseling or educational opportunities, but to motivate the student toward meaningful participation and leadership aspiration within the Puerto Rican community. Counseling as a supportive service to leadership development assumes that a committed and effective leadership is not possible without an education. The counseling service utilizes group experience in the Clubs, educational workshops, career lectures and individual counseling. For each student a comprehensive and realistic educational plan is developed beginning at the point that the student joins Aspira.

Counseling varies according to the high school level of the student: A freshman receives orientation on course alternatives, high school curriculum requirements and study techniques; the sophomore student is helped toward

the development of a career pattern, the junior explores post-secondary institutions relevant to career interests; and the senior is helped in the complex process of applying to post-secondary institutions.

During this year, 5,144 students, including 2,000 new Aspirantes, were serviced through the Counseling Program. Most were juniors and seniors aged 16 to 21. A majority, 55%, were second generation Puerto Ricans born on the mainland. The second largest group were first generation Puerto Ricans.

Two-thirds of the students were originally enrolled in non-academic courses. Many switch to academic programs after six months to one year of counseling. Thus, our statistics showed that 55% were in academic programs and 45% were distributed among commercial, vocational and general courses. The higher percentage in academic courses reflected the course changes made by Aspirantes in junior and senior years.

Table I summarizes information on students serviced.

TABLE I

STUDENT PROFILES 68/69

Number of students serviced..... 5,144

New intakes for 1968/69..... 1,953

Student by age:	Under 15	10%
	16-21	88
	Over 21	2
	Total	100%

Place of birth:	Puerto Rico.	29%
	U.S.A.	55
	Other.	16
	Total	100%

High School Programs:	Academic Courses.	55%
	Commercial Courses.	17
	Vocational Courses.	11
	General Courses.	17
	Total.	100%

Scholarship and Loan Center

During their senior year Aspirantes become the responsibility of our Scholarship and Loan Center, whose task is to insure that every student desiring post-secondary education receives that opportunity as well as the necessary financial aid for at least his first year.

This last year 901 students were placed in 99 schools in nine states, in addition to the Universities of Puerto Rico and Santo Domingo. This is a 93 percent increase over the previous year. During the last three years, Aspira's capability for defining realistic educational plans and placing students with financial aid has shown an average growth each year of 50 percent.

Table II summarizes the number of students placed at different post-secondary institutions from 1965 to the present. Table III summarizes financial aid awarded. Table IV enumerates the colleges currently attended by Aspirantes.

TABLE 11

1969 COLLEGE PLACEMENT SUMMARY

<u>PRIVATE 4 YEAR COLLEGES</u>	<u>1969</u>	<u>1968</u>	<u>1967</u>	<u>1966</u>	<u>1965</u>
Private Out of Town Colleges	220	106	71	20	21
Private Metropolitan Area Colleges	240	104	75	43	19
<u>PRIVATE 2 YEAR COLLEGES</u>					
Private Out of Town Colleges	6	26	3	2	10
Private Metropolitan Area Colleges	14	32	17	1	-
<u>STATE 4 YEAR COLLEGES</u>					
State Out of Town Colleges	172	28	16	1	-
State Metropolitan Area Colleges	-	-	-	1	-
<u>STATE 2 YEAR COLLEGES</u>					
State Colleges Out of Town	49	31	1	-	-
State Colleges Metropolitan Area	12	1	4	-	-
<u>CITY UNIVERSITY OF NEW YORK 4 YEARS</u>					
City College	96	5	18	-	-
Brooklyn	13	11	8	1	-
Baruch	1	3	-	-	-
Hunter	-	23	37	1	-
John Jay	4	7	-	-	-
Lehman	3	-	-	-	-
Queens College	3	2	3	-	-
York College	1	2	5	-	-
<u>FIFTY COMMUNITY COLLEGES 2 YEARS</u>					
Bronx Community College	5	25	35	1	1
Kingsborough Community College	8	4	1	-	-
Manhattan Community College	1	17	8	-	-
New York City Community College	13	11	25	1	-
Queensborough Community College	8	3	3	-	-
Peek	21	8	1	-	-
Staten Island Community College	11	8	6	-	-
Total Number of Students	901	467	337	72	51

1966 '69

TABLE III

FINANCIAL AID AWARDED - 1969

Educational Opportunity Grants	\$79,665
Work Study	11,995
State Loan	36,950
Federal Loan	11,826
National Defense Student Loan	28,630
State Scholarship	22,680
Incentive Award	11,800
Institutional Scholarship	145,456
Miscellaneous	18,681

Total Amount Granted ... \$367,683

As of July, 1969

TABLE IV

COLLEGES & UNIVERSITIES ATTENDED BY ASPIRANTES 1968/69

CONNECTICUT

Amherst College
Connecticut University
Quinnipar College
State University of Bridgeport

NEW JERSEY

Bloomfield College
Fairleigh Dickinson University
Princeton University

ILLINOIS

Blackburn College
Xavier College
Trinity College
Northwestern University

OKLAHOMA

Oklahoma Christian College

MAINE

Bowdoin College
Colby College

PENNSYLVANIA

University of Pittsburgh

FLORIDA

Miami Dade University

PUERTO RICO

Catholic University
Colegio de Agricultura y Artes
Mechanicas, Mayaguez
Inter-American University
Universidad de Puerto Rico,
Rio, Piedras

MICHIGAN

Northwood Institute of Technology

SANTO DOMINGO

University of Santo Domingo

MINNESOTA

Carlton University
Macalester College, St. Paul's

SOUTH CAROLINA

The Citadel Military College,
S.C.

WISCONSIN

Milton College

(Continued)

TABLE IV, Continued.

NEW YORK

Academy of Aeronautics	New York City Community College
Adelphi University	New York Institute of Technology
Barnard College	Notre Dame, S.I., N.Y.
Bard College	New York University
Bernard Baruch (CUNY)	Orange Co. Community College
Beth Israel Medical Center (CUNY)	Pace College
Borough of Manhattan Community College	Polytechnic Institute of Bklyn.
Brooklyn College (CUNY)	Pratt Institute
Bronx Community College (CUNY)	Rensselaer Polytechnic Institute
Casenovia College	School of Visual Arts
Clarkson College	Staten Island Community College
Colgate University	St. Bonaventura
College of Mt. Saint Vincent	St. Francis College
Columbia University	St. John's University
Cooper Union College	State University of Albany
Cornell University	State University of Alfred
Cortland University	State University of Binghamton
C.W. Post College	State University of Harpur
Fashion Institute of Technology	State University of Brockport
Flushing Medical Center	State University of Buffalo
Fordham University	State University of Canton
Hamilton College	State University of Cortland
Herbert H. Lehman College (CUNY)	State University of Farmingdale
Hoptea University	State University of Fedonia
Hunter College (CUNY)	State University of Geneseo
Iona College	State University of New Paltz
Ithaca College	State University of Oneonta
John Jay University	State University of Oswego
Keuka College	State University of Plattsburgh
Kingsborough Community College	State University of Stonybrook
Kirkland College	State University of Westbury
Long Island University	State University of Old Westbury
Maritime College	Suffolk Community College
Marymount College	Syracuse University
Mercy College	University of Rochester
Mills College of Education	Utica College

CORPORATE SPONSORSHIP, FOUNDATION AID, AND COMMUNITY SUPPORT

The past year can be characterized as one year of significant achievement in corporate leadership recruitment. It was the year that the National Development Committee was established, chaired by Teodoro Moscoso, Chairman of the Board, Commonwealth Oil Refining Company, and a long-time friend of Aspira.

The National Development Committee has responsibility for helping establish financial viability for Aspira of America. Under Mr. Moscoso's leadership, over twenty prominent corporate and labor officials joined together to develop new sources of support for Aspira of America (members are listed in the appendix). Five members of the National Development Committee have pledged to contribute \$25,000 over a three-year period. These are the largest individual pledges ever made to Aspira. A matching gift of \$50,000 was given by William Levitt, Chairman of the Board, Levitt and Sons.

Ten other corporations committed themselves to gifts of between \$2,500 and \$10,000, setting the stage for the next fiscal year, when the National Development Committee will launch an intensive campaign to solicit every major corporation with operations in areas of high Puerto Rican population density, especially those in affiliate areas.

The total amount raised this year from corporations was \$67,235. In the \$1,000-and-over category, 27 gifts totalling \$56,522 were contributed, compared with last year's 13 gifts totalling \$20,000.

As important as these donor figures are, the human resources pledged to aid Aspira of America's program is, in our opinion, the real break-through. This is the first time that major national leaders in the political, corporate and labor areas have taken a significant role nationally in aiding this most recent, emerging American minority group. With the aid of Senator Charles Percy, leaders in Chicago including Donald M. Graham, Chairman of the Board, Continental Illinois National Bank and Trust Co. of Chicago; William Moore, President, American Oil Company; Patrick Crowley, Esq., Crowley, Sprecher, Barret & Karaba; James C. Downs, Jr., Chairman of the Board, Real Estate Research Corp.; John D. Gray, President, Hart, Schaffner & Marx; Ralph Helstein, International Vice President, Meat Cutters & Butchers Workmen of North America Amalgamated, have allied themselves with the aspirations of the Puerto Rican people by joining the National Development Committee.

Next year will be a year of consolidating the gains that have been made during this first year of our national development.

The year also marked the beginning of an intensified

drive to raise \$50,000 a year from Puerto Rican based corporations. Under the leadership of the late Esteban A. Bird, President, Banco Credito y Ahorro Ponceno, and member of the National Development Committee, the campaign was launched in June at a meeting in the Bankers Club in San Juan. The campaign has met with great success, with more than \$11,000 raised at the writing of this report.

Sr. Bird's loss in September, 1969 will be felt by Puerto Ricans on the Island and on the mainland. He was an inspired leader, devoted to improving the quality of life in our total society.

Foundations

Aspira of America was established with a Ford grant of \$650,000 to Aspira of New York. This is the largest foundation grant ever given to a private Puerto Rican program in the United States. In addition, the Field Foundation made a \$25,000 grant for the expansion program. A grant of \$7,500 was received from the Rockefeller Brothers Fund and a special \$3,500 grant was received from the Henry Loeb Foundation to support a youth leadership conference. The New York Foundation made available \$10,000 for Aspira's special summer program.

Community Support

Major commitments were made by Aspira's Board of Directors, acknowledging the need for those in the community to give sacrificially on behalf of this new national effort.

Under the leadership of Manuel Casiano, Aspira of America's finance chairman, the Board has set itself a goal of \$30,000 to be raised, over a three-year period, from Board members. Thus far, five Board members have pledged \$13,000 toward this goal. In doing this, they have underscored the self-help concepts that pervade Aspira's philosophy. In pledging this amount of money, they have also committed themselves to developing increased support from our community.

COMMUNITY RELATIONS

During the past year, Aspira continued to seek out opportunities to bring its program to the attention of a widening group. Included in these efforts were:

- . A major NEW YORK TIMES article on the creation of Aspira of America and an accompanying Man in the News profile of Teodoro Moscoso, Chairman of the National Development Committee;
- . News articles in Chicago and Newark newspapers on the creation of Aspira affiliates there;
- . Frequent coverage of Aspira in the Spanish-language press chronicling the year's developments.
- . Two editorials in EL DIARIO, the nation's largest Spanish-language daily newspaper (circ.90,000), based on information provided by Aspira;
- . A 30-minute color television documentary - "The Puerto Rican New Yorker: The Next Generation" -

produced by WNBC-TV for their widely viewed program, NEW YORK ILLUSTRATED. The program featured the work of Aspira and included interviews with college students as well as young Aspirantes;

- . "ASPIRA RESPONDS", a new regular column featured in EL DIARIO and dealing with the practical educational problems of Puerto Ricans.
- . Two series on Puerto Ricans in New York which appeared in the LONG ISLAND PRESS and the DAILY NEWS included Aspira.
- . Three issues of the Aspira newsletter were produced and distributed to individuals, corporations, and foundations around the country and on the Island; and
- . A new Spanish-language version of Aspira's basic brochure was prepared for distribution to parents and students.

NATIONAL DEVELOPMENT COMMITTEE

Chairman

Teodoro Moscoso
Chairman
Commonwealth Oil Refining Co.

Chairman for Foundations

Samuel J. Silberman
President
Gulf & Western Foundation

Chairman for Puerto Rico

Esteban A. Bird *
President
Banco Credito y Ahorro Ponceño

Edward M. Carey
President
New England Petroleum Co.

William W. Keeler
Chairman
Phillips Petroleum Company

Patrick Crowley, Esq.
Crowley, Sprecher, Barret
& Karaba

William J. Levitt
Chairman
Levitt & Sons

Fairleigh S. Dickinson, Jr.
President
Becton, Dickinson

L. William Moore
President
American Oil Company

James C. Downs, Jr.
Chairman
Real Estate Research Corp.

David Ogilvy
Chairman
Ogilvy & Mather International

Donald M. Graham
Chairman
Continental Illinois National
Bank

Carl Pforzheimer, Jr.
Senior Partner
Carl H. Pforzheimer & Co.

John D. Gray
President
Hart, Schaffner & Marx

Jack I. Poses
Trustee
Brandeis University

Floyd D. Hall
President
Eastern Air Lines

Peter Strauss
Vice President
General Cigar

Ralph Halstein
International Vice President
Meat Cutters & Butchers
Workmen of North America
Amalgamated

Louis Stulberg
President
International Ladies Garment
Workers' Union

Harold Toppel
Chairman
Pueblo Supermarkets

* Deceased

BOARD OF DIRECTORS

Chairman of the Board:	Ivan E. Irizarry
Vice-Chairman, Program:	Mrs. Blanca Cedeno
Vice-Chairman, Finance:	Thomas Rios
Secretary:	Mrs. Olga S. Gandara
Treasurer:	Manuel Samalot

Gilbert Ortiz, M.D.	Mrs. Brunilda Pacheco
Oscar Gonzalez-Suarez, Esq.	Orlando Malabe
Carlos Pagan	Jose Roldan
Federico Aquino	Armando Baez
Luis M. Neco	Fernando Franceschi
Jaime Ortiz	Miss Maria J. Canino
Alfred Mathew, Jr.	Fernando Ferrer

STAFF AND CENTERS

ASPIRA, Inc.
Main Center
296 Fifth Avenue
New York, New York 10001
Tel. 244-1110

Louis Nunez
Executive Director

Louis Nieves
Assistant Executive Director,
and Program Director

Anthony Santiago
Director
Scholarship and Loan Center

ASPIRA, Inc.
Bronx Center
420 East 149th Street
Bronx, New York 10455
Tel. 585-4310

Julian Rivera
Borough Center Director

ASPIRA, Inc.
Manhattan Center
1974 Broadway
New York, New York 10023
Tel. 874-3936

Maria Mercado
Borough Center Director

ASPIRA, Inc.
Brooklyn Center
161 Remsen Street
Brooklyn, New York 11201
Tel. 855-7011

Luis Cuevas
Borough Center Director

As of October, 1969

SOL MASCH & COMPANY

CERTIFIED PUBLIC ACCOUNTANTS

NEW YORK, N. Y.

September 29, 1969

Aspira, Inc.
296 Fifth Avenue
New York, New York 10001

Gentlemen:

Pursuant to engagement we have made an examination of the Aspira, Inc. Fund Assets relating to the General Operating Fund, C D A Fund, Scholarship and Loan Center Fund, Guild Project Fund, National Program, National Educational Conference Fund and Summer Program Puerto Rican Student Movement.

The funds and the statements presented herewith are shown primarily on a cash basis.


The allocation and application of cash received and disbursed are shown as reflected on the books. Disbursements were approved by Administrative Officers.

The bank statements were reconciled and found to be in agreement with the general ledger.

Our examination was made in accordance with generally accepted auditing standards and included such tests of the accounting records and such other procedures as were considered necessary in the circumstances.

In our opinion, subject to the foregoing comments, the accompanying exhibits and related schedules present fairly the financial position of the Aspira, Inc. as at June 30, 1969, in conformity with generally accepted accounting principles.

Respectfully submitted,


SOL MASCH & COMPANY
CERTIFIED PUBLIC ACCOUNTANTS
STATE OF NEW YORK